

Gender Differences in Early Career Mobility of University Graduates in Switzerland

Barbara Zimmermann, University of Bern

Research Question

Is the gender gap in leadership positions caused by differences in career aspirations and other work-related values between men and women?

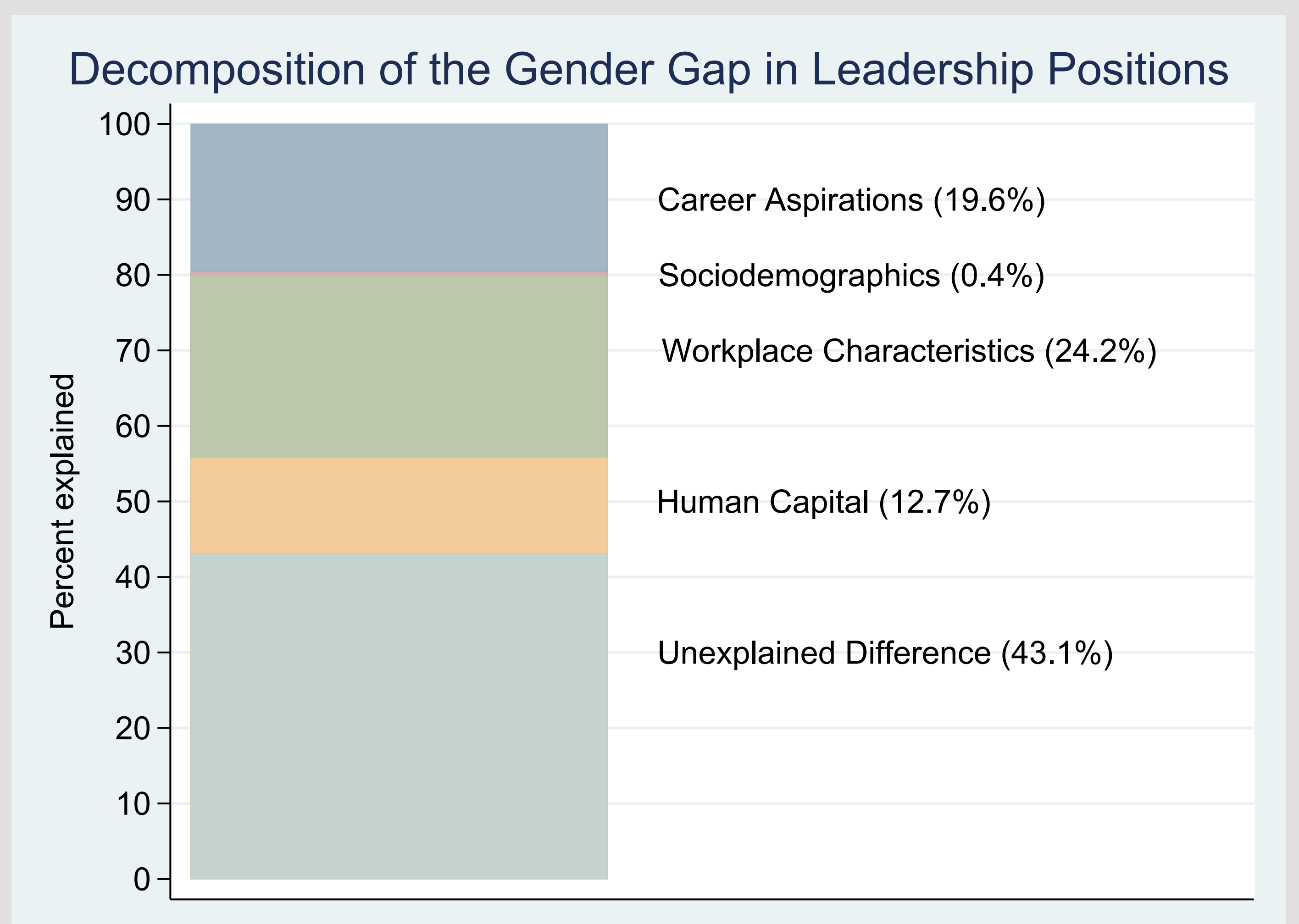
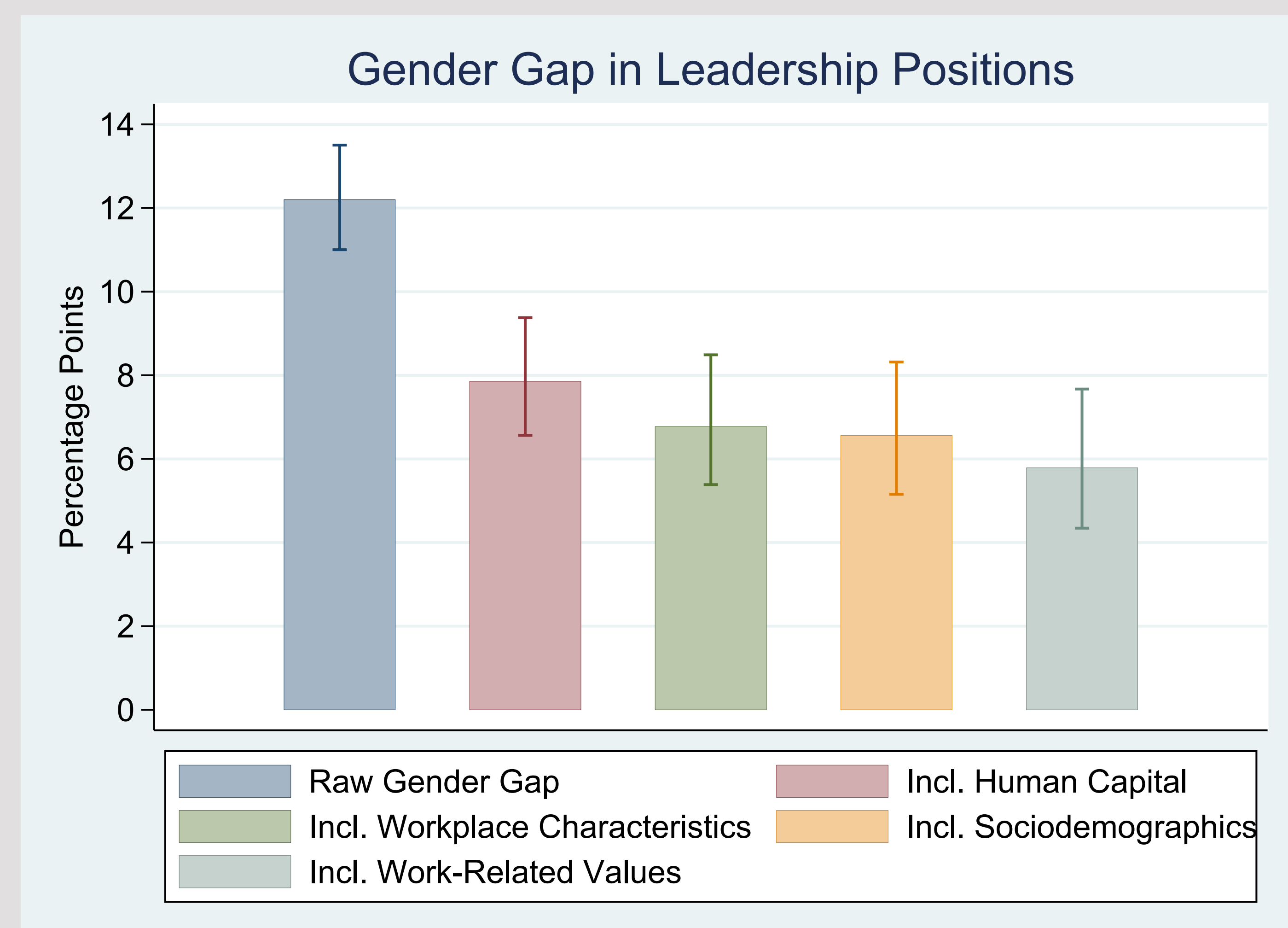
Data

Graduate Surveys (2007-2015) of the Swiss Federal Statistical Office. The panel surveys cover graduates of all Swiss universities and

universities of applied sciences, including teacher education, one year and five years after graduation.

Methods

Logistic regressions and Oaxaca decompositions. Work-related values and all controls are measured one year after graduation, leadership position is measured five years after graduation.



Main Results

- 12 percentage points lower probability for women to obtain a leadership position 5 years after graduation.
- Career aspirations and other work-related values explain 20% of the gender gap.
- Workplace characteristics, including position one year after graduation explain 24% of the gender gap in obtaining a leadership position.
- 43% of the gender gap remain unexplained.
- Among the work-related values, to find a job with good career prospects has the strongest positive influence on obtaining a leadership position.
- Wanting to work part-time or not wanting to work under pressure is negatively associated with obtaining a leadership position.

